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FORM NO. 1 FEB 56 241 REPLACES FORM 36-8 WHICH MAY BE USED. (47)

W/Pers 86-0034

10 JAN 1986

MEMORANDUM FOR: Executive Officer to the Deputy Director for Administration

VIA: Director of Personnel

FROM:

Deputy Director for Policy, Analysis & Evaluation

SUBJECT: Language Specialists and the Language Incentive Program

REFERENCE: A. Note for ExDir fm DDA dtd 85-0432/5, no Subject

B.

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1. In the reference A note, the Deputy Director for Administration (DDA) advised you that the Position Management and Compensation Division (PMCD) would review the issue of the applicability of the Language Use Award (LUA) to language specialist positions and advise of its findings. This memorandum is in response to that tasking.

2. As noted by the DDA, both the Foreign Broadcast Information Service (FBIS) and the Office of Training and Education (OTE) believe that their language specialist positions qualify for the LUA because their employees are dually qualified in a professional discipline and a foreign language. We believe that, as currently defined, the Language Incentive Program (LIP) excludes both the FBIS language positions and the OTE instructor positions from coverage under the program, as well as Directorate of Operations (DO) translator positions. In the case of the OTE instructors, they are explicitly excluded by the referenced implementing instruction. The case for the FBIS positions is not explicit, but taken within the context of the LIP we believe that they were intended to be excluded. The philosophy underlying the LIP is that the Agency requires a foreign language capability among its employees to carry out its fundamental mission of intelligence collection, analysis and reporting. The LIP is intended to provide a financial incentive to attain and maintain proficiency in languages required by the Agency among employees not hired specifically for a language skill. While we fully agree with the FBIS position that its linguists are required to possess skills in addition to their language, the fact remains that we are not going to hire an employee to screen Russian or Chinese literature without a knowledge of the language. This was the distinction intended by the Language Development Committee in identifying those who are excluded from the LIP. Because language skills are a firm qualification requirement for the above language specialist positions and are a compensable factor in the evaluation of individual positions, additional compensation through the LUA is not appropriate. The same is not true of other types of Unit Language Requirement (ULR) Positions, such as the case officer who is routinely hired without the requisite language skills

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5. As a result of the above, PMCD will review the classifications of both the OTE and the FBIS positions to determine whether they are properly classified. The OTE language instructors are scheduled to be surveyed in April 1986, after completion of the Office of Communications survey which is currently underway. The FBIS positions will be sandwiched into the DDS&T survey program such that it will be concluded concurrent with the OTE survey by June 1986.

6. We will advise you of the results of the PMCD review of the OTE and FBIS positions as soon as it is completed.

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OP/PMCD/C&CP [redacted] 8 Jan 86)

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